



ANNUAL GENERAL MEETING

SATURDAY:

Feb.
~~MARCH~~ 27, 1982

1:00 - 5:00 P.M.

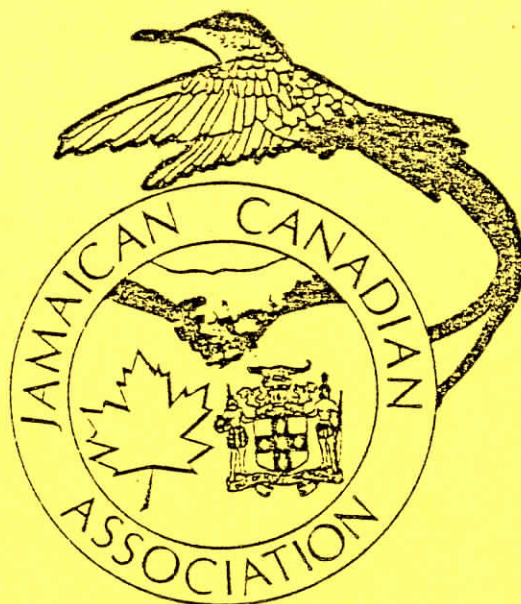
ONTARIO INSTITUTE FOR
STUDIES IN EDUCATION

252 BLOOR STREET WEST
TORONTO, ONTARIO

ROOM 212 SECOND FLOOR

JAMAICAN-CANADIAN ASSOCIATION

Box 532, Terminal "A", Toronto, Ontario, Canada



ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN THAT THE ANNUAL GENERAL MEETING
OF THE JAMAICAN-CANADIAN ASSOCIATION
WILL BE HELD

SATURDAY, MARCH 27, 1982 - 1:00 P.M. - 5:00 P.M.

AT THE

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION
252 BLOOR STREET WEST
TORONTO, ONTARIO

SECOND FLOOR - ROOM 212

C O F F E E B R E A K

ALL MEMBERS OF THE ASSOCIATION ARE URGED TO ATTEND THIS MEETING.



JAMAICAN-CANADIAN ASSOCIATION

BOX 532, TERMINAL "A", TORONTO, ONTARIO, CANADA

Telephone: (416) 789-0623 789-0624

A _ G _ E _ N _ D _ A

CHAIRMAN RUPERT JAMES

OPENING REMARKS OVERVIEW OF DEFERRED MEETING
FEBRUARY 27, 1982

MINUTES MINUTES OF ANNUAL GENERAL
MEETING - FEBRUARY 21, 1981

MATTERS ARISING

COMMITTEES REPORTS

BUILDING ALTON TELFER (GIVEN AT FEB. 27/82
MEETING) WAS DEFERRED

EDUCATION RUEL GRAY (GIVEN AT FEB. 27/82
MEETING)

GENERAL PURPOSES HUGH MORRIS (GIVEN AT FEB. 27/82
MEETING)

MEMBERSHIP DAPHNE BAILEY (GIVEN AT FEB. 27/82
MEETING)

SOCIAL ALEX RUSSELL (GIVEN AT FEB. 27/82
MEETING)

TREASURER'S REPORT FRANK WALLACE (GIVEN AT FEB. 27/82
MEETING) WAS DEFERRED

AUDITORS REPORT JEFF PATTERSON
BYRON CARTER

NEW BUSINESS

1. CHANGES IN CONSTITUTION REGARDING
EXTENDED TERM OF OFFICE
2. CHANGES IN CONSTITUTION REGARDING
INCREASE IN MEMBERSHIP FEE
3. SCHOOL A CHILD PROJECT
4. NOMINATING COMMITTEE'S REPORT
5. ELECTION OF OFFICERS

A N N U A L G E N E R A L M E E T I N G E N D S

JAMAICAN-CANADIAN ASSOCIATION
MINUTES OF ANNUAL GENERAL MEETING
HELD FEBRUARY 21, 1981, - AT THE
ONTARIO INSTITUTE FOR STUDIES IN
EDUCATION - 252 BLOOR STREET W.

PRESENT

Mel ThompsonPresident
Miah Bailey1st Vice Pres. & Gen. Purposes Comm.
Hugh Morris 2nd Vice Pres. & Membership Committee
Lily-Ann Hatchett Exec. Secretary
Frank Wallace Treasurer
Joe CrossSocial Committee
Carmen JensEducation Committee
Jean Gammage Past President

Bryan Carter Auditor
Jeff Patterson Auditor

The meeting was called to order at 2:30 p.m. by the President, Mr. Mel Thompson. He extended a warm welcome to all present, including Mr. Tom Wells, Minister of Intergovernmental Affairs in the Ontario Government, Mr. Shutneck from the North York Board of Education, Mr. Tony Johnson from Halifax, formally from Jamaica, and Mr. Norm Gurr, Principal of Flemmingdon School in North York.

In his report, the President touched on -

- 1) Suggested change in the Constitution regarding the election of officers.
- 2) Police community relations.
- 3) Mayor's Community race Relations Committee of North York, which provides a useful forum for airing perceived disabilities but would be more representative if organizations such as the JCA were represented on such a body.
- 4) The JCA continues to provide educational activities e.g., the Saturday morning program in the Jane Finch area, a Booster programme in the George Vanier High School run by young graduates mostly from Scarborough College and headed by Mr. Ken Jeffers. The emphasis is on assisting students in Grades 9 to 11 who are doing well but need a little help in some subjects.
- 5) Brief supporting the more important findings of the Mayor's Cooper's Committee on violence as it affects the black population in North York, e.g., it was suggested that there should be an increased number of black teachers in school districts with high concentration of black students.

PRESIDENT'S REPORT (Cont'd.)

- 6) Special projects provided by grants from the government - e.g. the Summer programme which employed three workers; the Primary Prevention Programme in the Jane-Finch area, the Co-ordinator Bov Folkes, and a staff of two. The programme is subject to ongoing evaluation.
- 7) SPECIAL ACTIVITIES - A Testimonial Dinner held for Mr. Bromley Armstrong.
- 8) NEW DEVELOPEMNT - The appointment of Mrs. Eva Smith as Office Co-ordinator was made possible through a grant from the Ministry of Culture and Recreation.

The President expressed appreciation to the Federal and in particular the government of Ontario for grants and support in carrying out our programmes. However, he stressed that the JCA should remain politically neutral.

- 9) BUILDING - The President reported that he led a delegation to meet with executives of a corporation which he was informed made capital grants. Following this meeting and subsequent discussions with them, he submitted a proposal for funding in the amount of \$300,000 on the assumption that matching funds could be obtained from Wintario. This would mean a donation of about \$150,000.

The President concluded his report on a note of warning that while dissent among people in any group is expected, unjustified squibblings, insubstantial and baseless rumours and allegations are destructive and can lead to the ruin of organizations such as ours.

The Executive Secretary reported on the substantial progress being made in some areas while in others much work is needed. In our work in the community, the Association has been supportive of service coordination and development efforts, co-operative relationships with other community groups as much as possible within the limits of our resources. Our participation in inter-agency groups such as the Jane Corridor Immigrant Services, Children's Services Committee of North York, EDUCOM, Law Enforcement and Race Relation Committees.

The Association involvement as a black organization and our reputation have increased over the years with referrals coming from Schools, the Police, Doctors, Lawyers and other community groups.

Because of the high cost of operating the Association's business, the Executive Secretary suggested that it was time for an increase in membership fee. The present yearly fee still remains at \$5.00.

EDUCATION COMMITTEE The Chairperson reported on the Summer Booster programme which are held at the following four centres - G.B. Warren, this year serving the needs of about 90% Italian, the other 10% being West Indian, Vietnamese and Spanish. Jane Junior High - still the largest centre with a high West Indian and Spanish population with an enrollment of 125. Lawrence Heights - total enrollment 48. Woodbine - total enrollment 52.

The Booster programme is fulfilling a great need in the academic up-grading of immigrant children and should be encouraged to continue.

GENERAL PURPOSES COMMITTEE The Committee successfully ran two youth summer projects and felt the following objectives were accomplished:

1. Providing summer employment for Caribbean high school, college and university student.
2. Assisting children with academic problems during the long summer school breaks.
3. Improving children's skills in the Arts.

The projects were financed by the Job Creation Section of Canada Manpower/Immigration Department. Due to this grant the Association was able to employ three more staff to work out of the JCA's central office for at least the next twelve months.

MEMBERSHIP COMMITTEE Chairman outlined the Committee's accomplishment for the year. The Association's participation in Caravan with a Booth in the Port Royal Pavilion with the theme "Bringing People and Culture Together". The Service Awards Presentations made to members recognizing their contributions to the Association.

A recommendation was made for a second look at the structure of the different roles of each committee and the objectives of the JCA.

SOCIAL & RECREATIONAL COMMITTEE In his opening remarks the Chairman expressed his disappointment with the low turnout at functions hosted by the Association for 1980. The traditional Bun and Cheese social and the annual New Years Eve party seem to have lost its popularity with members and suggested that these functions be discontinued. However, the annual summer picnic remains as popular as ever but due to high transportation cost and the amount the Association has to charge members, some families find the expense a bit high.

JAM FEST '81 was established to develop and promote the pursuits of young black artists in Canada who wish to break into the entertainment industry. The proposed program for 1981 would start with a Spring dance geared for the younger set; a Beauty Contest and Fashion Show; the hope of bringing over from Jamaica an entertainment package which would probably

JAM FEST '81 (Cont'd.)

include such artists as Junior Walker, The Melody Makers, Lloyd Parkers and We The People's Band, to mention a few.

This being a high budgeted program for 1981, a lot of support will be needed from members.

TREASURER'S REPORT Looking at the statement you will notice that our cash resources have increased more than 150 percent with an increase in net income slightly less than 50 percent noting also that the Association's net worth has only increased by 37 percent.

Why? Because our main thrust this year was in the area of soliciting government funding from the various projects. However, because these grants had specific conditions attached to them these liabilities cannot be shown as equity.

Advantage was taken, however, of interests derived from amounts invested in short term deposits.

Although revenue earned from social activities showed a slight increase in gross, our net intake was smaller.

In conclusion, the Treasurer stated that although 1980 was a year of achievement in funding and activities and while our community seem to grow in numbers, our attachment to the community remains static.

A statement of Income and Expenses for the year 1980 is attached.

AUDITORS REPORT
JAMAICAN-CANADIAN ASSOCIATION
YEAR ENDED DECEMBER 31, 1980

Balance Sheet

We have examined the ~~Treasurer's Report~~ for the Jamaican-Canadian Association and the statement of income and expenses for the year ended December 31, 1980.

Our examination was in accordance with accepted audit standard. In our opinion, we find this statement represent a fair financial position of the Association as of December 31, 1980.

While the report is a general appraisal, we felt the following items were not fully clarified and thought deserved to be mentioned in this report.

1. Approximately \$1,700 was credited as miscellaneous.
2. There was an NSF cheque for approximately \$2,000.

There was no explanation given by the Treasurer. Cancelled and NSF cheques were not submitted for Auditors scrutiny. Cheques were drawn for significant amounts, without proper invoicing and receipts.

Accounted ¹⁵⁴ records for Canada Works Program was not submitted for auditing.

Respectfully submitted

Jeff S. Patterson
Bryon Carter

ON DISCUSSION

The Treasurer was asked to explain the discrepancies mentioned in the Auditors Report regarding the \$1700 credited as miscellaneous income and the \$2000 listed as NSF.

FRANK WALLACE - Those discrepancies occurred at the tail end of the 1979 Executive year in office and I was not the Treasurer then. The \$2049 drawn was proceeds from a dance. Funds were deposited at the Bank of Montreal - Downtown, Queen Street. This amount was cleared as balance and transferred into the JCA's current account by the then Treasurer, Jeff Patterson. When the cheque came back NSF in January, the books were already audited and did not show up.

The bank had also informed me that the balance in the account was \$1700 and not \$2000. What happened to the \$300? I have no knowledge.

JEFF PATTERSON - My job as Auditor to the JCA is to go through and see if there are any discrepancies in the accounts and that's all I have done. As then Treasurer, I had deposited a cheque for \$2,028 (the amount that should have been in the account). The missing \$300 was for a returned Air Jamaica Airline ticket - adding the \$300 to the \$1700 would make it \$2,000.

The general discussion which followed these reports tried to account for the missing \$300 which should have been in the account after an Airline ticket was returned to Air Jamaica.

A motion was moved by Bromley Armstrong to have the reports deferred to the first quarterly meeting when all the discrepancies can be cleared. The motion was carried.

ELECTION OF OFFICERS FOR 1981-81

The audience was reminded that only members in good standing - those whose membership was paid up for the year ended December 1980 - is eligible to vote.

The first officer to be elected was the Recording Secretary. Names for nomination were -

Miss Vivianne Robinson
Miss Norma Thompson

Miss Thompson was not at the meeting.

Miss Robinson accepted nomination and was elected Recording Secretary.

SECOND OFFICE FOR ELECTION - PRESIDENT

Nominees were -

Mr. M.W. Thompson
Mr. Rupert James
Mr. Miah Bailey
Mr. Hugh Morris
Mr. Alton Telfer

The first candidates were asked to come forward and address the meeting as to their future plans for the Association.

ALTON TELFER

My reason for running for president is because the Association seems to be taking backward steps instead of going forward. We are at a very critical stage and if we don't get some very good leadership and develop our potential as a group, we may just not survive much longer.

My first concern is to build up a very strong membership and my second area of concern is a place where we can call our own.

HUGH MORRIS

The question of leadership requires a lot of sensitivity to the issues that we are facing. The previous speaker mentioned the inability of previous President to cope effectively. I am sure that he himself has been around for some time and his remark is a criticism of previous officers which we need to change and of course, if we are going to call ourselves leaders of a community then we cannot, at anytime, abdicate our position in giving guidance. There are many areas in which we need to be sensitive, we need to get out there; we need to meet the people those who really turn the screws and make things happen. My hope is that I will be given the opportunity to relate some of these problems to those people in positions of decision making.

We should have a strong leadership, a strong organization, and we'll move forth into the future. Thank you.

MIAH BAILEY

First of all I want to assure Mr. Laws that any issue that affects the minority community in Toronto negatively, I feel the Jamaican-Canadian Association should and will address the Association's effort to it. I bring to this leadership contest what I call an apprenticeship.

I have served the Association on the Executive for the past six years and five presidents. It is my feeling that to become a president of an organization, you must first of all serve an apprenticeship within it because only then will you get the experience necessary to understand the sensitivities within the different personalities of the organization.

It is also common knowledge that an Association's popularity patterns on that of the leadership and if a leader is not prepared to expose himself, to every aspect of the Association, certainly there's going to be some decline in all areas of the Association.

RUPERT JAMES

The type of leadership as President that I would be offering would be a new start - what I call participatory leadership - meaning it coming from you, it coming from me, what you suggest, what you dictate. You'll have to take responsibility and become involved because ever so often, it seems to me that we elect those people without involving all of us.

The one point that is lacking is the fact that we are growing old, are forgetting that one of these times we won't be here. One of my efforts would be to get the youth involved so that they can replace us. We have to train them. When it comes to the point of social involvement, I've been involved. I'm not afraid of white folks, black folks, Chinese folks or whatever.

So as leader of your organization, I'd be rubbing shoulder with these people because I'll want to know what they've been doing right so long, and what we've been doing wrong so long. So unless we get close enough we cannot learn to move ahead. We have to set examples, we should not be afraid of people and with this type of Organization, this type of leadership, we will be involved because we're here to stay and we want a piece of the pie not because they're going to give it to us, but because we've earned it. Thank you very much.

MEL THOMPSON

I must tell you frankly that I am not very keen on becoming President. I've served for a number of years and I've had my full of Presidency and the problems which go along with it.

My reasons for running this year are -

- a) The Association has never had a decent place as a Community Centre and I started to negotiate with a corporation for a grant of \$150,000. I had some assurances that the application would be considered favourable. What I am concerned about is that none of the other candidates might be able to pull this off because corporations like continuity, corporations like to deal with certain type of people. And that's the only reason why I would like to continue as as President again.
- b) My other reason for running as President is concerning the Preventative Outreach Program in the Jane Finch Corridor. We secured a grant for \$60,000 based upon some very important criteria. I am concerned that there was a great amount of hostility displayed towards that program by some of the candidates, and if I leave what is likely to happen to the program. Those are my main concerns. Thank you very much.

VOTING RESULTSNO OF VOTES

President	Rupert James	35
	Hugh Morris	14
	Miah Bailey	8
	Alton Telfer	13
	Mel Thompson	13

83

The newly elected President of the JCA, Mr. Rupert James, thanked the membership for the confidence shown adding "I will be calling on you for help because this is not my Organization. I've known Mel for donkey's years, Bromley and Jean, and although some of my friends are Liberals and some are NDP's, some are Conservatives I will say at this point in time the first thing that we should do is that irrespective of what party you belong to, get out your membership. You know your candidate, let them work for you. Secondly, I want everyone to know that as a member you have the right to support the JCA projects but you also have the right to query projects. I want your involvement because if we get funds for the projects from governments, we cannot do the job ahead of us without some voluntary help.

Again ladies and gentlemen, I thank you very much for your support but this is only a part of your support. I will need your support for the rest of the year. Thank you very much.

The Chairman, Byron Carter, then moved the motion that the ballots be destroyed.

ELECTION OF EXECUTIVE SECRETARY

Nominees were -

Miss Lily-Ann Hatchett
Miss Carmen Jens

Both accepted, and were asked to address the members.

LILY-ANN HATCHETT

This would not be my first term in office as your Executive Secretary. I have very passionate feelings for the Jamaican-Canadian Asspciation and what it tries to achieve. I think my performance in the past speaks for itself and will leave the decision up to you to make the right choice. Thank you.

CARMEN JENS

I have served as Executive Secretary for two terms and I think that I am capable and qualified to serve again and am only asking you to vote likewise.

Elected as Executive Secretary - Lily-Ann Hatchett.

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43

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CARMEN JENS

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Elected as Executive Secretary - Lily-Ann Hatchett.

THIRD OFFICE FOR ELECTION - TREASURER

Nominees were -

Mr. Jeff Patterson
Mr. Frank Wallace

Mr. Patterson declined nomination.

Mr. Wallace accepted nomination and was elected Treasurer.

NOMINEES FOR 1ST & 2ND VICE-PRESIDENT

Mr. Hugh Morris
Mr. Joe Cross

Mr. Morris had previously addressed the members.

Mr. Cross addressed the meeting. My main objective is to the people. You cannot run a community organization without the community behind you. We cannot speak and act from strength without the backing of the community and most of all, we'll never own a community centre until the community say we need one and we are going to get one. For that reason ladies and gentlemen, I am running in this election.

Hugh Morris was elected First Vice-President.

Joe Cross was elected Second Vice-President.

The five other elected members were:

Miss Daphne Bailey
Miss Carmen Jens
Mr. Ruel Gray
Mr. Alton Telfer
Mr. Orville Green

Submitted by

Lily-Ann Hatchett
Executive Secretary

EXCERPTS FROM THE SPEECH OF :

THE HON. LLOYD AXWORTHY - MINISTER
OF EMPLOYMENT & IMMIGRATION - GUEST
SPEAKER AT THE JCA ANNUAL GENERAL
MEETING HELD FEBRUARY 21, 1980 AT
OISE - 252 BLOOR STREET, TORONTO, ONT.

The Minister of Immigration thanked the Chairman for inviting him, adding that he also belonged to perhaps one of the most distinctive minority groups in Canada, a Liberal from Western Canada and still alive to talk about it which shows there's still a great deal of openness and toleration in this country. I've been asked the question at times why it is that someone from Western Canada was appointed the Minister for Immigration. It seems perhaps to some a little unusual. I thought I could spend a minute or two just telling you a little about the background and why I think that the responsibility I have is certainly one of the most essential and important in the basic building blocks of Canada, and why the Federal government see immigration and the ability to maintain a policy and a program that welcome a diversity in this country as being one of the primary and fundamental responsibilities that we have.

I come from a region of the country which was built on immigration aside from the original native peoples, there aren't many of us from the West who aren't one or two or three generations removed from someone who made a choice to come to this country. Western Canada is still the newest part of Canada, and I grew up in the North end of Winnipeg, which is somewhat famous for producing people like Larry Zoulf and others who have since immigrated to Toronto. It is an area totally built upon a diversity and a mixture of people that you could grow up learning several languages, learning several customs.

What I always found interesting in that experience was just how important it was that there be a great deal of understanding and a great deal of give and take between those who have differences because the differences after a while cease to matter. That really was an education, growing up in a community in which there just wasn't one kind of person from one kind of background but where there was a great variety of cultures, and the richness that goes with it. It gave me a little bit of a thrill when I was appointed as the Minister responsible for Immigration to recall as the very first Liberal Cabinet Minister ever appointed from Western Canada was a gentleman named Clifford Sifton, who was the Minister responsible for immigration in the government of Sir Wilfred Laurier, and that Minister was given the responsibility for opening up the West, of providing for the great movement of people from Europe and eastern Europe to come and settle in the vast open areas of the prairies. I went back and read the biography of Clifford Sifton and looked with some nostalgia at almost the simple kind of problems that he had to face as the Minister of Immigration compared with those I and our government have to solve.

It was pretty easy then because we could take any body that wanted to come. During the period of the turn of the century, thousands of people came to this country to settle in the unexplored areas so it was simply a matter of going out and recruiting and making sure that they had a steamship ticket and a railway pass and 90 acres of land and a plough and a cow and a horse and that's all you had to provide and there was no holds barred. But the issue of immigration some 60 or 70

years later is a much more complex, much more difficult and yet still a very important part of the Federal responsibility. We're still approaching immigration as being one of the essential ingredients in making sure that we can refresh our country with new people, new ideas new vitality new blood and new outlooks. We'll also ensure that this country maintains its traditions and becomes a place with continuing hopes and aspirations for people who make a choice to leave their country of origin. There have been a lot of criticism about immigration over the past few years, I've gone over files and read the stories in newspapers and watched the reports in the media and they tend to concentrate on a spectacular case - "someone is being deported or there's a big picture in the newspaper and its blown into great proportion and everyone says "Oh those awful immigration officers" or on the other hand we let some body in the country to stay and get all kinds of letters saying that a person has no right to stay, the country should be for Canadians. We forget that those cases that explode into the news media, become the topic of all kinds of angry rebuttals or indignations are not really representative of the ongoing everyday necessity of the process to help people to come to Canada. I'll give you an example; in my office alone we receive something between five to six hundred enquiries per week about immigration matter and that's just the top part of the iceberg that's just the most difficult cases.

It tells nothing about the thousands of cases that are going on everyday in which there are no problems, where you're going through the normal legal proper procedures for someone who makes application to Canada to settle here to escape sometimes economic problems sometimes political problems or simply because they want to make a choice to join friends and families in a new area. And so I guess the one case that I want to talk to you about this afternoon is to understand that immigration is not something that should be judged solely by the isolated case, by the individual controversy or confrontation. You must judge the problems of immigration in terms of the ongoing continuing efforts to ensure that there's an equal and fair system by which people can apply to come to this country and by which they can have their applications properly assessed and evaluated according to the objectives and the priorities set by the government of Canada representing the best interest of Canadians. It's very important to keep that perspective in mind.

We make the judgement on immigration according to the real story of immigration which is that we're still perhaps one of the most open countries in the world in terms of inviting people to join us and on a per capita basis we still invite more and land more than almost any other country in the world. You know, there have been a lot of discussions sometimes critical about the tremendous movement of refugees to Canada in the last two years. We have accepted close to 60,000 refugees from South East Asia which by its own record was one of the most remarkable story that should be told in this country but that was not the only story because at the same time we were also accepting hundred of thousands of people from other countries at the same time but the level of immigration while it has gone down in the past few years is still this year at the level of a hundred and thirty to a hundred and forty thousand.

After his speech the Minister was asked a number of questions; the first dealing with the idea of a general amnesty for illegal immigrants. To this question the Minister explained that he had spent many hours with groups and individuals dealing with the question of illegal immigrants. As Minister he felt it would be an injustice to applicants all over the world who had used legal means to get here only to hear that many people are allowed to circumvent the law. "We have to continue to apply the law and do so with as much sensitivity as we possibly can muster".

The Minister continued to say that it would be difficult to be selective in deciding which group would be given amnesty.

In addition, he pointed out that the Ministry will continue to support the immigration policies as they have to do with Canadians getting a better understanding of the benefits Canada obtains from the flow of immigrants. "There are economic evidences", he said "which show that this country is the net benefactor from immigration".

When told that Domestic Workers were being payed very low income and have had to work long hours, the Minister reported that certain steps were taken along with the Provincial Ministers to review the employment conditions of these workers.

There were other questions which dealt with the Police, Equal Opportunity and Fair Employment Practices. The Minister highlighted different sections of the Federal Charter of Rights which should address all these problems in the future. He explained that the System of Affirmative Action selected three target groups, Women, Disabled People and Native People because these groups have been experiencing problems right across Canada. In closing the Minister emphasized that as a result of a delegation's visit to Ottawa, renewed attention was being payed to the appointment of individuals to different government boards and commissions, more minority groups were being asked to nominate representatives on the basis of guidelines developed with other Ministers.

The vote of thanks was moved by Hugh Morris in which he thanked the Minister for all the positive things said and expressed the desire that the JCA Executive would have the chance to meet with the Minister at some future date.

Finally, due to the outreach ideas and approach experienced by the J.C.A. this year, into the Metro Community, the interest of the membership has been stimulated and membership has increased significantly. Also it was demonstrated at the January Conference, other cultural groups having become aware of the J.C.A. and the position the Community have demonstrated their interest and cooperation in our ventures.

Chairman (Interim) Laurel

Social Service Volunteers, J.C.A. Year 1981

As a result of the various Social Service projects, our volunteer staff, the J.C.A. was able to deliver Community Social

Lily-Ann Hatchett
Executive Secretary

JAMAICAN CANADIAN ASSOCIATION

President's Report

Administrative Year 1981-82

Prepared by: Rupert James
President

Prepared for: Members and Executive
Jamaican Canadian Association

Annual General Meeting

February 27, 1982.

JAMAICAN CANADIAN ASSOCIATION

President's Report 1981-82

INTRODUCTION

The administrative year, February 1981 to February 1982, of the J.C.A. produced many innovative activities in the style and method of service delivery.

During the year, the J.C.A. delivered services to members, friends, associates and officials in three primary human services areas, Socio-cultural, Social Services and Multi-cultural.

In these three main service areas, the J.C.A. provided and delivered services to children and their families, youths and young adults.

To deliver more effective services and to compliment our battery of volunteers that have been the backbone of the organization, the President and Executive sought and applied for grants from the three levels of governments. The grants applied for and received during the year allowed the J.C.A. to employ paid staff throughout the year and during the summer months of 1981. Also, with the help of special grants, the J.C.A. was able to plan and deliver two conferences. The first was held during the Spring of 1981, the second held during the weekend of January 29, 1982.

At present, the Jane-Finch Project, the Caribbean Outreach Project, coordinated by Mrs. Folkes is still alive and active. The present administration has done everything possible to help this project along.

Throughout the year, the J.C.A. has been very active in the areas of Police, Community and race relations and the new field of multiculturalism.

In the area of Education and the Jamaican, Caribbean and Canadian Communities, the Education Committee has been very active. The J.C.A. has interacted effectively on behalf of Jamaicans and Caribbean peoples with several School Boards, administrators, teachers and parents throughout the Metropolitan Toronto, throughout the year.

In the Social and Socio-cultural area, the J.C.A. held several social events during the year. Most of the social events held were very successful.

Finally, due to the Outreach focus and approach experienced by the J.C.A. this year, into the Metro Community, the interest of the Membership has been stimulated and membership has increased significantly. Also as was demonstrated at the January conference, other cultural groups having become aware of the J.C.A. and its position in the Community have demonstrated their interest and cooperation in our ventures.

Social Service Delivery

As a result of the various Social Service Project staff and our volunteer staff, the J.C.A. was able to deliver Community Social

Services and Social Work Services to Jamaicans, other Caribbean Nationals and Canadians in the following areas:

a) Immigration -- In this area, information relating specifically to immigration rules and regulations was given to visitors to Canada, temporary workers and landed immigrants and their families. Also counselling and other supportive services were given to people who were experiencing difficulties with the Immigration system.

b) Education - The style of service delivery and confidence developed previously with the various Metro Boards of Education, allowed the Education Committee and paid staff to continue working very closely during the year with the various Boards of Education.

The Education service delivered during the year were:

- (i) Counselling and Consultation to children, families, teachers, administrators, youths and young adults.
- (ii) Special tutoring programmes for youths, young adults and children.
- (iii) Clarification and interpretive services for teachers, parents and students.

c) Projects - The projects administered by the J.C.A. during this year were placed in four main categories:

Special Preventive Outreach

Regular Manpower and Immigration Employment

Summer Youth and Student Employment

Multicultural and Community Service

The special preventative outreach project is a three year project and is located in the Jane-Finch Community. The coordinator of this Project is Bev Folkes, and she has a staff of three other workers.

The Regular Manpower and Immigration Employment project worked out of our main office at 2400 Dufferin Street. The project served Jamaican and Caribbean youths and children and families in the Tretheway, Caledon Village and Lawrence Heights areas. This project was terminated in December 1981.

The Multicultural and Community Service Project operates out of the main office, 2400 Dufferin Street. The project serves the entire Metropolitan Toronto and has attempted to meet the multicultural needs and community service needs of Jamaicans and other Caribbean peoples requesting these services. The coordinator of this project is Mrs. Eva Smith. The staff of this project consist of Mrs. Eva Smith and a battery of volunteer workers.

The Summer '81 Youth Employment Program served two major areas. Tretheway and Jane-Finch. The project staff consisted of a Project Manager and four other workers. The workers were High School and University Students. They did an excellent job during the summer and they managed successfully, the program. They worked with children and youths in the areas of recreation, counselling and role model.

The program started in June 1981 and terminated the middle of August. Incidentally, through the efforts of Mrs. Eva Smith, two other projects were initiated and planned for and are now in operation. These two projects, namely the Domestic workers group, and the Mental Health group were developed to help and are now serving a special group of people with special needs. A special thank you has been extended to the Black Women's Support Group for their support and work in recognizing the special needs in Mental Health and for allowing the J.C.A. to be a part of this service delivery process.

Finally, the President supervised all these projects from about April to August 1981, during the absence of the Chairman of the General Purpose Committee. However, after the Vice-President's return he resumed his supervisory role.

As a result of the President's interest in Social Services and Multiculturalism, and the outward thrust of the organization, the J.C.A. gained more prominence and credibility for the high quality Social Service delivered throughout the year.

Socio-cultural

Initially, for several years, the primary focus of the J.C.A. was Socio-cultural. However, as the organization expanded and the Metro Toronto Society changed, new directions were taken, hence the present outward thrust in new Socio-cultural and multi-cultural services.

During the year 1981 -1982, the J.C.A. delivered Socio-cultural services in the following areas:

1. Jamaica Festival '81
2. Dances
3. Summer outings and annual picnic
4. Jamican Independence Celebrations and Banquet
5. Co-sponsorship of Sistren Group from Jamaica
6. First Conference in the Spring at Jane-Finch
7. Hon. Bob Marley's Memorial
8. Christmas Party
9. Second Conference in 1982 - Provincial

1. The Jamaican Festival '81, was a very innovative program. This program was designed specifically to involve our youths and young adults in the J.C.A. and the community. The program was so planned that the intent was to enable participants to demonstrate their talents to the community especially the entertainment community.

As was demonstrated, the participants displayed very high quality talents throughout their performances and the contest was very keen.

However, although this venture was well worth the efforts and involvement, because the Jamaica Festival Committee was new in the field of production, we made many errors. Also, financially, we were not as successful as we had planned.

Congratulations to the Committee for their hard work.

2. The Spring Dance - The Spring Dance that was put on by the Building Committee met with great success. The efforts and hard work demonstrated by the Chairman and his group should be recognized and applauded.

3. Summer Outings and Picnic - The summer outings and picnic were planned and managed by the Social Committee. These ventures were very successful, and all the Members and friends of the J.C.A. who participated enjoyed themselves. The efforts and hard work demonstrated by the then Chairman of the Social Committee, Mr. Joe Cross before his resignation, should be recognized and applauded.

4. J.C.A.'s Independence Celebrations - The Independence Banquet and Dance was fairly attended. All the Members and friends that attended had a very entertaining evening. However, the function was not a financial success as was anticipated.

This function was the total responsibility of the Executive and Social Committee. With the experiences gained, it is hoped that the planning process for the future will be different, and that success will come our way in future events. Thanks to all our supporters.

5. The Hon. Bob Marley's Memorial - The Memorial for The Hon. Robert Marley was a great success. The Memorial Service was held at the Toronto Civic Square on July 5, 1981. Over five hundred people attended the Service.

A special thank you to Mr. Ossie Murray, Consulate General for Jamaica in Toronto, for his commitment and hard work.

6. The Sistren Group - The Sistren group is a local theatrical group of women from Jamaica. The group was co-sponsored by the J.C.A. and the local Toronto based Sistren Committee. The group toured and performed for two weeks in Toronto and Ottawa. Their performances in Toronto were well attended and received.

7. Christmas Party - The J.C.A. Christmas party was held at 72 Tretheway Drive. The party was well attended and enjoyed by all the children, youths and adults who attended. Congratulations to Mr. Alex Russell, the new Social Committee Chairman and his committee for a job well done.

8. Air Jamaica After Christmas Trip - Initially, arrangements between the Social Committee Chairman, Air Jamaica and the President were made for the trip to take place December 26, 1981. However, due to communication difficulties, when contacts were made in August for further confirmation regarding the expected fifty seats, we were advised that contacts and confirmation should have been made before, hence, the only date that was available was December 28, 1981.

As a result of the change in date most of the people who had previously submitted their names withdrew and sought alternate services. The end result being, that out of a final list of twenty-five names submitted to the booking agent, only seventeen people actually made it on this Air Jamaica trip. This trip was not a chartered trip, but a special service provided by the J.C.A.; under the responsibility of the President. The J.C.A. did not incur a loss nor made any profit from this venture. Basically, only services were provided and delivered.

9. The J.C.A.'s Reception for the Hon. Edward Seaga, Prime Minister for Jamaica - One of the high points in the activities of the J.C.A. for this year, was the reception held by the J.C.A. for the Prime Minister of Jamaica, the Hon. Edward Seaga.

The reception was well attended by approximately three hundred Jamaicans and friends of Jamaica. Although changes in the reception plans were made at the last moment, the reception was very successful. Also, although the J.C.A. did not plan for the amount of money paid out for the reception, due to extenuating circumstances the Treasurer and President after consultation with the Vice-President and some other members, paid the full cost of the reception. The President has been promised subscriptions and a list of subscribers is still forth coming. Approximately five hundred dollars in receivables is still outstanding.

Conferences - Two conferences were held during the year 1981-82. The first conference held in May 1981, in the Jane-Finch area was a local conference. The plans initiated for this conference started during the previous administration. The second conference, with the main theme - Jamaicans in Ontario; a place to live and grow - was held January 29, 30 and 31, 1982. The conference was a Provincial Conference and was very successful. At this point, I would like to record a special thank you to Mr. Bromley Armstrong, co-chairman of the Conference Planning Committee and all the Planning Committee Members, and Mr. R. Ray, for their dedication and commitment and hard work, and to all the Executive and committee members of the J.C.A. who helped to make this conference successful. I would also like to thank all the resource people for participating, and finally a special thank you to all the delegates and members and supporters who attended. This conference, in more ways than one, was a great achievement for the organization. The entire process demonstrated clearly what we can achieve when we work together towards positive goals and objectives.

Multicultural Service Delivery

The multicultural service component of the J.C.A. though new, was a very exciting and dynamic area of Service delivery.

The services delivered and received were in the form of:

1. Seminars and symposiums
2. Multicultural conferences
3. Multicultural workshops
4. Education and Consultation Sessions
5. Training group sessions
6. Group counselling sessions
7. Race relations - Community and Police
8. Mayors' Committees on Race Relations in North York and Toronto

During the year, with the help of Mrs. Eva Smith, Mrs. Bev Folkes and staff, and some Executive and committee members, the J.C.A. was well represented at several Multicultural conferences, seminars and workshops held in Toronto, and Ontario. The J.C.A. also held several multicultural training sessions and workshops, and these events were always well attended by Jamaicans, professionals from the ethnic groups and government officials. The work started in this new area should be continued so that the J.C.A., as an organization could take its rightful place in all areas in the Toronto Social Systems.

Consultation Services

Consultation services became a very important area of service delivery during the year. Consultation services delivery were developed and delivered in most cases around specific issues and cases. These services served both Jamaicans and other Caribbean peoples. The impact of these consultation services helped our recipients of these services and other agencies delivering services, e.g. CCAS and CAS, Police, Courts, Schools and other Social Services agencies to deliver more effective services to Jamaicans and other Caribbean peoples.

Community, Police and Race Relations

The Community, Police and Race Relations area of Service delivery was a very interesting and exciting area of work. During the year, the President attended Pilot 31 Meetings and became an active member of Pilot 14 project. The Pilot groups have worked very hard to bring about changes in attitude and understanding of the difficulties experienced in the community when Jamaicans and Caribbean peoples have to deal with the police. The major factor identified by the President regarding Community, Police and race relations, is the insensitivity of some of the men, e.g. like the Commissioner of Police, who seems to have no regards for Jamaicans in particular, Blacks in general.

However, as an organization, we cannot withdraw from these people in such sensitive positions that affect our lives. We must stand firm. Members must all try to become a part of these Pilot Projects in order to bring about and influence real changes in the Social System.

Political Involvement in the System

During the year, the President, Executive and Committee members met with Politicians and officials of the three major parties at all levels - municipal, provincial and federal. We held discussions relating to issues and problems affecting Jamaicans and other Caribbean peoples who came to us for help.

Meetings were held with the Liberal and NDP Caucuses and several Conservative MPPs and MPs. At these meetings attended by a number of Executive members, also Mrs. Smith and Mrs. Folkes, we were able to state our concerns directly to the Politicians and Power Brokers. As a result of the J.C.A.'s efforts and outward thrust, the community and Social System have further expanded their recognition and acceptance of the organization.

The task has been tremendous and difficult in all areas of Service delivery, but without the help received from people like Bromley Armstrong, Dr. Hector Massey, Mr. Ritten Ray, Stephnie McDowell, Winston McCalla, Mrs. Raphaelita Walker, Mr. Ossie Murray, Mr. Vincent Conville, Mr. Donald Biggs, Mr. Rapheal Walters, Mr. John Brooks, Mrs. Jean Gammage, Mr. Byron Carter, Mr. Errol Townsend, Mr. Nemiah Bailey, Mr. Joslyn Thompson, Mr. Alton Telfer, Mr. Hugh Morris, Mr. Merek Browdski, Dr. George Bancroft, Mrs. Jean Augustine, Mrs. Eva Smith, Mrs. Monica Marsh, Mrs. Amy Nelson, Mrs. Bev Folkes, Mr. Carl Oliver, Mr. Robert Brown, Mr. Ruel Gray, Mrs. Carmen Jens, the Members of the various committees to name a few and of course all my friends and family, I would not have been able to serve you so well as I did during the year.

Finally the report would be incomplete if I did not mention that during the year, The President and staff developed very good

personal working relationships with all the government officials, municipal, provincial and federal, with whom we worked. The President also developed close ties with workers from all the main stream and ethnic agencies and organizations dealt with.

Finally, I must pay thanks to everyone, last but not least the Media, who helped me to serve you so well.

On behalf of all who were involved in making this administrative year of the J.C.A. so successful and active, as your President I extend a well earned thank you.



Rupert James
President
1981-82.

JAMAICAN-CANADIAN ASSOCIATION
BUILDING COMMITTEE REPORT FOR
YEAR ENDED DECEMBER 31, 1981

The Building Committee has worked vigorously and dynamically during 1981 with the awareness that the Association urgently need a building of its own from which the many vital community programs can be operated and at the same time serve as our Headquarters. Three buildings were looked at but no action was taken due to insufficient fund.

The Committee had committed itself to a fund raising drive to acquire the necessary funds. On June 6, 1981 a dance was held at East York Community Centre, this yielded a net profit of \$1,181.00. There was also a Bazaar and Bake Sale held on October 3, at St. Michael & All Angels Church Hall. This venture was also successful and yield a profit of \$485.00.

A Raffle is in progress which should yield about \$15,000 profit if the co-operation we seek from the membership is obtained. The first prize is a trip for two to Jamaica, courtesy of Air Jamaica. There are also three other valuable prizes. It is our request that all members participate in this venture in order that we can reach our goal. The draw will take place at a Show and Dance on May 1, 1982, at St. Lawrence Church Hall in Scarborough.

Mr. David Townsend, Mr. Michael Bailey, Mr. Joseph Thompson,
Mr. Alton Walker, Mr. Hugh Morris, Mr. David Brown,
Mr. George Brown, Mrs. Jean Brown, Mrs. Eva Smith, Mrs.
Monica Brown, Mrs. Amy Wilson, Mrs. Ray Wilson, Mr. Carl Oliver,
Mr. Robert Brown, Mr. Neil Gray, Mrs. Carmen Jones, the members
of the various committees and a few and of course all my
friends and family. I would not have been able to do this
well as I did during the year.

Finally the report would be incomplete if I did not mention
that during the year, The President and staff developed very good .. /

The Committee wishes to thank all members and friends who have helped in the foregoing ventures, also those who have contributed to the Bazaar and Bake Sale. We look forward to your continued support in 1982.

Respectfully submitted by -

Alton Telfer	Chairman
Keith Mills	Vice-Chairman
Norma Robinson	Asst. Secretary
Alex Russell	
Juanita Thompson	
Amy Nelson	
Gifford Walkers	
Hermin Johnson	
John Brooks	
Vie Carter	
Erma Collins	

JAMAICAN-CANADIAN ASSOCIATION
BUILDING COMMITTEE REPORT FOR
YEAR ENDED DECEMBER 31, 1981

ANNUAL REPORT - J.C.A. EDUCATION COMMITTEE
FEBRUARY 1981 - FEBRUARY 1982

The Education Committee's main thrust of activity during the year was that of participatory involvement in the on-going projects of the Association, and in the acquisition of a working knowledge of the different levels of Education as they exist in the Education systems of Metropolitan Toronto in general and North York in particular.

To accomplish this objective The Education Committee utilized the media of the following resources:

- Representation at
- (a) Board of Education meetings
 - (b) Conferences and Workshops
 - (c) Consultative Committee sessions on "Special needs Issue in Education."
 - (d) Liaison with Principals/Teachers/Parents/Students.
 - (e) Consultation with Consultant (Dr. Chris. Beserve) of the Multicultural Unit North York Board of Education.

Two pertinent areas of concern to which the Education Committee tried to address itself were:

- (a) The placement procedures being used in the placing of immigrant students in the Canadian School System.
(It has been observed that a very high percentage of immigrant students are placed in "Basic Level Subject Areas" in many schools and in Vocational Schools).
- (b) The very insignificant number of qualified immigrant teachers who are being employed in the teaching profession.

In addition to the foregoing, the Education Committee monitored the operations of the "Summer Booster Program" which lasted for six weeks during the Summer period at four locations:

- (a) Jane Junior High School
- (b) Woodbine Junior High School
- (c) Lawrence Heights Junior High School
- (d) G.B. Warren Junior High School

On Going Projects:

- (a) "The Vanier High School Tutoring Project" gives academic assistance to Secondary Students who need this help. This project is being coordinated by Mr. Frances Jeffers who is being assisted by seven volunteer tutors.
- (b) The Jane/Finch "Saturday Youth Project" (Girls) supervised by Mrs. Eva Smith (J.C.A. Coordinator) (Boys) supervised by Ruel Grey and assisted by Wade Scott.

REPORT, ORIGIN, DATE, AND TIME

ANNUAL REPORT - J.C.A. 1981 - 1982
FEBRUARY 1981 - FEBRUARY 1982

THE JAMAICAN CANADIAN ASSOCIATION

GENERAL PURPOSES COMMITTEE REPORT

For the Period - February 1981 to February 1982

REPORT ORIGIN

Jamaican Canadian Association General
Purposes Committee and Community Project
Groups.

COMMENTS

The following report embraces the activities
of the General Purposes Committee, the
Caribbean Outreach Project co-ordinated by
Ms. Bev Folkes and other Outreach Programs
co-ordinated by Mrs Eva Smith. Emphasis has
been placed on serving the community in the
areas of Public Liaison Community Outreach,
Culture and Recreation and Immigrant Problems.

The projects undertaken by the Association
are conducted on the rationale that there is
need to develop a close relationship with the
local communities. This way we are able to
identify and articulate to the different levels
of Government and Service Groups the needs
and aspirations of these communities.

On Going Projects:

(a) "The Vanier High School Tutoring
Project" gives academic assistance to
Secondary Students who need this help.
This project is being coordinated by
Mr. Frances Jeffers who is being
assisted by seven volunteer tutors.

(b) The Jane/Finch "Saturday Youth Project"
(Girls) supervised by Mrs. Eva Smith
(J.C.A. Coordinator) (Boys) supervised
by Ruel Grey and assisted by Wade Scott.

Cont d pg. 2

COMMUNITY OUTREACH COMPONENT

SPECIAL PROJECTS - SUMMER WORKS PROGRAM

Over the last few years we have been able to provide summer employment to many of our young people who would otherwise have found it difficult in the labour market. This year we employed one program co-ordinator and six project workers who ran programs at Oakdale and Trethewey. The objectives set were primarily, to provide a safe activity oriented environment for students in the absence of their parents, to provide upgrading in Math and English, to provide students with an opportunity to participate in Athletics and Cultural events and to provide resource people to act as role models. This project has been financed by a grant from the Federal Government and for this Summer we hope to include three additional locations in our program.

COMMUNITY AND SOCIAL SERVICES

This program ably run by Mrs Eva Smith caters to youth and adults in the Trethewey, Lawrence Heights and Jane Street Communities. One area of activity is the Saturday morning Drop-In at Oakdale Junior High School for children and young people. In addition to the sport activities there are frequent discussions and guidance sessions on Youth and the Law, Probation and Parole, Citizenship, Immigration and Personal Hygiene. During the summer months a program of

self-improvement and job search technique was specifically structured for our youth.

YOUTH INITIATIVE

Our co-ordinator Mrs Smith has been instrumental in getting some of the student workers to liaison with a child in the community as a big brother or sister. At present these students are organizing a number of activities to raise funds towards starting a Scholarship Fund. This Fund would be aimed at assisting students entering University or College in the first year. The first of such events will take the form of a Disco Dance on March 13, at Lawrence Heights Community Centre.

YOUTH DEVELOPMENT

Over the last year with a grant from Employment and Immigration, a Community development project was started. Three workers were hired and programs were established in the Trethewey, Lawrence Height and Caledon Village Communities. In all of these projects we had the support of local resident groups and the guidance of our full time co-ordinator. The activities were centred around upgrading classes, Recreation, and group discussions.

The high point of this project was a Carnival at Caledonia Village and a Christmas presentation at Trethewey. It is felt that

these sessions have allowed our young people the freedom of being themselves among their peers.

PUBLIC LIAISON

Due to the efforts of our co-ordinators and other members of the executive we have been able to maintain a positive presence in the broader community. We have been involved with a number of neighbourhood committees and action groups. We have along with these groups submitted a number of briefs on specific matters such as violence in the schools, Human Rights Relations and Special Education.

In the brief presented to North York School Board in response to their White paper on Race and Ethnic Relations, emphasis was placed on the following, Better public education where the improvement of race relation should be seen as a long term undertaking involving the changing of attitudes and stereotyping, staff development we observed did not adequately represent the changing needs of the community and as such changes should be implemented not only within staff programs but also with new staffing to provide role models.

In most cases these briefs were positively received and we hope that pretty soon we will see changes implemented.

CARIBBEAN OUTREACH PROGRAM

This program plays a vital role in the lives of many families in the Jane-Finch community of North York. It has evolved as a result of needs identified by residents and community workers. Our full time staff is made up of a co-ordinator and two Project workers. Funded by the Ministry of Community and Social Service the program is aimed at preventative measures for the family. These include.

(a) Family Life Education - designed to help Caribbean families cope with transitional difficulties.

(b) Supplementary Education - a remedial education program operating out of three schools in North York.

Students are selected from grades 5 and 6 and concentrate on the three Rs aimed at strengthening their communication and general performance skills.

Quite recently both a Girls and a Boys group have been started on Wednesdays and Fridays. Emphasis is placed on providing opportunities to develop skills in leadership, communication and good inter-personal relations.

These programs are evaluated by an evaluation employed by the Jamaican Canadian Association and C.O.M.S.O.C. Monthly and Quarterly by all staff members. We are at present examining ways of improving the attendance to many of the activities geared to the adult population.

In addition to the above-named programs, our executive and full time staff continue to attend workshops and seminars with Schools, Police, Public Health Nurses, Immigration Department and many other Government agencies. We seek to strengthen our services to the growing community of Jamaicans and other Caribbean peoples but we need your contribution and commitment towards continued progress.

IMMIGRATION AND LABOUR

We have had many requests and referrals in the above-named areas, some of which have resulted in successful appeals to labour Boards and Immigration Officers. At present, we are keeping a close watch on two major areas of employment the Domestic Workers Program and the Farm Workers Program. In both cases we have had reports of unfortunate instances and with the help of resource people in the community we have been able to give substantive guidance to some complainants.

There are cases where these people have been guided to seek legal counsel.

EXTERNAL AFFAIRS

In June of 1981 the committee with other members of the executive and the Jamaican Consul General office planned a Memorial Service at City Hall for the late Hon. Robert Marley. Many representatives from the Community and the Ethiopian Orthodox Church were invited to participate.

A reception was held in co-operation with the Jamaican Tourist Board in honour of the Minister of Tourism for Jamaica.

In the fall we also planned a Public Forum on Jamaica one year after the National elections, representatives of the Jamaican Government were in attendance.

FUTURE PLANS

The conference recently held was undoubtedly a resounding success. I will not elaborate at this time but was personally happy to have been able to contribute to this end.

Preliminary plans have been made to act on some of the recommendations made at the conference. It is hoped that an opportunity will be given under new business to present the proposal on Home-Coming 1983, School and Child Project.

By virtue of the structure of our organization, there are many people who work behind the scenes to make our programs successful.

Today, I crave your indulgence in asking you to recognize some of those who have given much time in adding meaning to our organization.

These people have assisted the Jamaican Canadian Association as a Community Group to play an active role in educating both the Private and Public sectors on improved race relations. The rationale for such an emphasis is borne out in the fact that racial conflict in the workplace and high un-employment among minorities especially youth are seen as significant problems.

Some of these are.

Eva Smith	Zenora Brown
Bev Folkes	Mona Ruhmann
Michele Davis	Gary Wright
Lance Williams	Everton Cummings
Karle Oliver	Karle Fuller
Yvonne Ellis	Tom Rhoden
Desmond Shepperd	Volney Campbell
Dudley Campbell	Leroy Brown

Submitted by - Hugh R. Morris
1st Vice-President
Chairman - General Purposes
Committee

JAMAICAN-CANADIAN ASSOCIATION
MEMBERSHIP COMMITTEE REPORT
FOR YEAR ENDED DECEMBER 31, 1981

The Membership Committee has completed another term in serving the members of the Jamaican-Canadian Association. In the initial report, certain objectives were stated and to refresh your memories, they will be restated.

OBJECTIVES

1. To update and keep the membership list current.
2. To continue to send out Newsletter on a two-monthly basis.
3. To keep in touch with members through telephoning thus promoting a dialogue between members and the Committee.
4. To recruit members by appealing to the general membership for each one to bring one new member in the Association.

To date our file has been kept current although the Committee has encountered a number of problems with regards to incorrect or incomplete addresses.

The Committee has sent out a total of five Newsletters. We apologize for not being able to send out the anticipated six, but activities such as JAM FEST and others prevented us from fulfilling that obligation. In my last telephone contact with members I was pleased to learn that most of the members with whom I spoke informed me that they had received their Newsletters.

We, the members of the Membership Committee is pleased that objective number Three was met and we feel that we kept up a fairly good dialogue between the Committee and the members. In fact, we feel that we know quite a lot of our members by telephoning them.

Objective number Four was a success. We'll deal with this under membership.

1981

ACTIVITIES

Whenever the Association planned an activity the Membership Committee played a key role in informing members either through telephone or Newsletters. The Committee participated in Caravan through the auspices of the Port Royal Pavillian. This was a huge success as the Association was represented through a Booth that was set up for the purpose of publicizing the Jamaican-Canadian Association. This was done through information, film, and handcrafts.

We had regular meetings on the second Tuesday of every month and these meetings were used primarily to update our membership lists or to put out Newsletters.

MEMBERSHIP

The Committee did not put on a membership drive as such but used every opportunity available to recruit new members. This was done through the different activities such as JAM FEST. Our Independence Dance and visits of ministers from Jamaica. Cards and literature were handed out in the hope that we would gain new members this way. Whether the appeal to each member was taken seriously or not, I do not know, but our membership list has swelled by the total of 88 new members. I must congratulate our members in general for doing a fine job in recruiting members if this is the case. We have also observed that our members have started to renew their membership fees. This is a good sign. I hope our members will continue to take pride in this Association, because for many of us, this is the only place to meet and socialize. Our membership fee is a sour point for many members, but I do feel strongly that fees should be increased substantially to offset some of the cost incurred especially in sending out Newsletters. We either have to increase fees or put out Newsletters four times per year.

The Membership committee was a small one, and I would like to see more members involved on this Committee in the future.

This would lighten the workload especially during the period when Newsletters are sent out. Even though we were small in numbers yet we managed to accomplish a herculean task in the one year term of office.

At this time I would like to say a hearty thank you to the members of my Committee who worked timelessly and willingly to make our Committee vibrant. I would also like to say it was nice working with you.

A year is not enough for anyone assuming a new position to implement all ideas. One can strive towards perfection but that goal is often out of reach and as the saying goes, "Trifles make perfection, but perfection is no Trifle." So therefore we are still in the trifling stage working towards our goal of perfection while we are doing this, we should bear in mind that Satisfaction is Stagnation."

Submitted on behalf of the Membership Committee -

Daphne Bailey Chairperson
John Brooks
Raphael Walters
Thelma Allwood
Juanita Thompson

**JAMAICAN-CANADIAN ASSOCIATION
TREASURER'S REPORT FOR YEAR
ENDED DECEMBER 31, 1981**

Fellow Members, during 1981, the Jamaican-Canadian Association engaged in a number of extra activities which could be considered one of the highest in its 19 years history. The increase in membership revenue is a direct result of these increased activities. However, on new projects introduced this year, Jam Fest '81, the cost was staggering.

Here are the highlights -

A. REVENUE

1. 24% increase in membership fees.
2. 161% increase in interest income.
3. Gross revenue highest in the JCA's history.

B. EXPENSES

1. 21% increase in rent.
2. 90% increase in Telephone & Telephone.
3. Over \$11,000.00 deficit in JAM FEST '81.
4. Almost broke even in 1981.

C. PROBLEMS

Violations of By-Laws in revenue collection in:

- a) Building fund revenue.
- b) JCA sponsored Christmas trip to Jamaica.

DETAILS

Revenue: During 1981 the JCA took full advantage of the high interest rates and invested most of its surplus cash in short term investments. These were invested in periods of three months at a time at an average yield of 15%. The interest income increase of 161% is a direct result of this.

During 1981 a corporate donation of \$3,000.00 was used to offset the purchase of a copying machine.

EXPENSES

The 21% increase in rent is a result of the rental of office space at 2400 Dufferin, being increased to \$300 a month from \$238, as of March 1, 1981.

The 90% increase in Telephone/Telegraph is due to an additional line installed in April of 1981 to handle the numerous calls which these increased activities mentioned before necessitated.

The increase in socials and receptions is due to the various functions undertaken in conjunction with the Jamaican Consulate in hosting Jamaican dignitaries. The most notable, the Prime Minister of Jamaica in December, 1981.

JAM-FEST '81

This was introduced this year as a program designed for young people to show-case the talents of the young people in our community. In this respect, it reached its goal but the cost was astronomical. There was no attempt made to acquire external funding. Here is a condensed operational result.

	MAY 30	JULY 4	JULY 31	AUGUST 1	TOTAL
ADVERTISING & PROMOTION	968.25	691.45	857.31	2,632.60	5,149.61
BAND & ENTERTAINMENTS	1,980.00	1,600.00	3,023.00	3,349.00	9,952.00
RENTAL OR HALL	765.00	1,063.25	-	-	1,828.25
IND. DINNER				3,825.00	3,825.00
MISC. EXPENSES	71.19	115.00		352.01	538.20
PRIZES			1,000.00		1,000.00
TOTAL EXPENSES	3,784.44	3,469.70	4,880.31	10,158.61	21,293.06
REVENUE	2,470.00	1,828.55	2,453.52	3,908.03	10,660.10
LOSS ON OPERATION	1,314.44	1,641.15	2,426.79	6,250.58	11,632.96
AVG. ATTENDANCE	247.	180	245	200	
LOCATION	HERITAGE THEATRE	MINKLER AUDI- TORIUM	HOLIDAY INN		

BALANCE SHEET

Government Grant Liability: Previous Program Attached.

The results are for the period October 1, to December 31, 1982. Prior results are seen on a quarterly basis to COMSAC, under the terms of the contract.

Two other grants -

1. Summer Employment
2. Special Employment Project

have expired and the cost residues have not been transferred to the current account as of December 31, 1981. Accounting for these grants is not reported, but monthly reports are submitted to Government and their auditors to verify these reports from time to time.

From one of the expired grants a loan of \$1,000 was made to a member in an emergency (personal). The loan is fully secured by a promisory note as well as post dated cheques and payments are being made.

VIOLATION OF BY LAWS

At the first Executive meeting held in the 1981 fiscal year, a copy of the By-laws of the JCA was handed to each executive. In it, areas of responsibility was clearly defined. My responsibility was the control of the JCA funds and reporting.

In two instances during 1981, I did not have the control of funds of the JCA and in each case Executive members acted improperly in contravention of the By-laws.

The first violation refers to building fund revenue. This revenue reported on the statement totalling \$1,256.24 was earned during 1981. However, this amount was not lodged in the JCA's bank account until approximately one month after the period under review had expired; but was held illegally in an account at the Building Committee Chairman's bank.

The fact is, that at the first function which was a dance held in early June, I was there to collect the revenue, but was told it was not all ready at that time.

After making several inquiries and after numerous resolutions by the Executive, these funds were turned over only when I was in the midst of the investigation of the

VIOLATION OF BY-LAWS - BUILDING FUND (Cont'd).

second violation, more than six months after it was earned!

On this occasion, I was given a bank draft signed by the Building Committee Chairman who is not a signing officer of the Association, as well as the chief Executive, with instructions to transfer this account to the JCA bank account.

On examining the Pass-book, it was noticed that -

- a) this account was opened in early July 1981, with exactly \$1,000;
- b) various deposits were made subsequently, and
- c) various cash withdrawals were also made;
- d) the balance of \$1,256.04 as of December 31, 1981 is part of the amount reported as cash in the bank Building Fund on the Statement, even though this amount is transferred after the Fiscal year.

VIOLATION OF BY-LAWS - JCA SPONSORED TRIP TO JAMAICA

On December 31, 1981, the amount of \$3,045.00 is referred to in my note #1, as a Receivable under the name of the President. Whether this amount should be shown as a Receivable under his name or under the names of the people whose funds were in his possession and mislaid by him and not deposited on December 10, 1981, or whether he acted properly in the discharge of his responsibilities, is the subject of this portion of my report.

On December 4, 1981, a cheque for \$6,451.50 was drawn on the JCA's Current Account for the purchase of 17 tickets for a JCA sponsored trip to Jamaica on a reduced price basis for JCA members during the Christmas season. The exact amount which was collected at that time by the President who was the then co-ordinator of this project was to have been deposited in the JCA's Current Account by him as was agreed.

On reconciling the bank account as of December 31, 1981, it was discovered that this deposit was short by \$3,045.00. This deposit slip was not given to me at that time.

VIOLATION OF BY-LAWS - JCA SPONSORED TRIP TO JAMAICA (Cont'd).

Having reported this to him and also to the Executive, his explanation for this discrepancy at a Special Meeting called were as follows:

- a) the cheques were misplaced at that time even though I was informed by him that they were deposited;
- b) that they had subsequently been found and given to me for deposit on January 25 and 26, 1982.

But having obtained a list of the 17 persons who actually went on the trip further discrepancies occurred as it was noticed

- a) that on the deposit of January 25, for \$2,000 the three persons whose cheques were deposited were not on the list;
- b) that on the deposit of January 26, 1982, for \$1,145.00 of the two cheques deposited only one person was listed and this cheque dated December 31, 1981. The trip left on December 28, and the Tickets were purchased December 10;
- c) that the other person whose cheque was for the full amount of fare was dated December 1, 1981, but who was not on the list but was an Executive member of the JCA.

I have to report that I have not been provided with an authentic list of the persons whom the Association placed on the flight and there is no record in the office of these transactions.

SUMMARY

In spite of all these problems, 1981 should be considered a good year. It was a year in which we recorded the highest intake of revenue in the 19 year history of the Association. It was a year when new challenges were met. But it was also a year marked with difficulties. Areas of revenue collection was outside of my control and so were our expenses in the JAM FEST.

SUMMARY (Cont'd.)

But in the end we were able to solve the major problems, and in this regard, I would like to pay tribute to the Executives who co-operated during this most exciting but sometimes difficult year. However, it must be emphasized that I have raised these matters of concern that it should be impressed upon all those who would serve and handle the Association's funds that absolute integrity in accounting is desirable and mandatory.

Respectfully Submitted by
 Frank Wallace
 Treasurer

SUMMARY

During the year 1981, the Association has achieved a number of significant accomplishments. The first of these was the successful completion of the 1981-82 fiscal year. The Association's revenue for this year was \$1,154,500, which was a record for the Association. This was achieved through the efforts of the Executive Committee and the staff. The Association's expenses for this year were \$1,000,000, which was also a record. The Association's net income for this year was \$154,500, which was also a record. The Association's assets at the end of the year were \$1,154,500, which was also a record. The Association's liabilities at the end of the year were \$1,000,000, which was also a record. The Association's equity at the end of the year was \$154,500, which was also a record. The Association's operations for this year were successful in all respects. The Association's revenue was increased by 10% over the previous year. The Association's expenses were decreased by 5% over the previous year. The Association's net income was increased by 15% over the previous year. The Association's assets were increased by 10% over the previous year. The Association's liabilities were decreased by 5% over the previous year. The Association's equity was increased by 15% over the previous year. The Association's operations for this year were successful in all respects. The Association's revenue was increased by 10% over the previous year. The Association's expenses were decreased by 5% over the previous year. The Association's net income was increased by 15% over the previous year. The Association's assets were increased by 10% over the previous year. The Association's liabilities were decreased by 5% over the previous year. The Association's equity was increased by 15% over the previous year.

NOTE 1

ACCOUNTS RECEIVABLE

1981

CASH SHORTAGE ON TICKETS COLLECTED

ON JCA SPONSORED CHRISTMAS TRIP TO JAMAICA ASS. UMED BY R. JAMES

3,045.00

CONFERENCE FUNDS REC. FROM GOVERNMENT

(1) WINNIPEG CONF.

419.00

(2) MAY 30 CONF. (PREV. PROG.)

1,100.00

CASH ADVANCES TO SUMMER PROJECT

1,711.31

6,275.31

NOTE 2

FURNITURE AND FIXTURES

DURING THE YEAR A COPIER WAS PURCHASED FOR \$3,965.00. THIS WAS PARTIALLY FINANCED BY A DONATION OF \$3,000.00 RECEIVED FROM IBM. THANKS TO THE EFFORTS OF THE BUILDING COMMITTEE CHAIRMAN AL TELFER.

NOTE 3

INCLUDED IN ACCOUNTS PAYABLE IS AN AMOUNT OF \$600.00 DUE TO SPENCE BAKERY FOR CATERING AT THE MAY 30 CONF. THIS IS OFFSET BY A GRANT OF \$1,100 RECEIVABLE FROM THE MINISTRY OF INTER GOV. AFFAIRS.

JAMAICAN CANADIAN ASSOCIATION
BALANCE SHEET
AS AT DEC. 31, 1981

	1981		1980	
ASSETS				
CASH ON HAND			3,090.83	
INVESTMENTS IN SHORT TERM	28,000.00		61,000.00	
SECURITIES				
CASH IN BANK	3,266.06		15,786.29	
CASH IN BANK BUILDING	<u>1,300.94</u>	32,567.00	<u> </u>	79,877.12
FUND				
PREPAID EXPENSES	400.00			1,018.00
ACC'TS RECEIVABLE	6,275.31	6,675.31		
(NOTE 1)				
FURNITURE & FIXTURES (NOTE 2)		<u>7,695.80</u>		<u>3,730.14</u>
TOTAL ASSETS		46,938.11		84,625.26
LIABILITIES & MEMBERS EQUITY				
ACCRUED LIABILITIES			26.40	
ACC'TS PAYABLE (NOTE 3)	608.00		2.00	
ADVANCE MEMBERSHIP	<u>10.00</u>	618.00	<u>45.00</u>	73.40
GOV. GRANTS LIABILITY				
EDUCATION & CULTURE	1,339.29		2,060.02	
SUPPORT & PREVENTATIVE	<u>15,268.13</u>		39,738.78	
	16,607.42			
LESS ADVANCES TO JCA				
CO-ORDINATOR	<u>(6,085.47)</u>	10,521.95	<u>5,533.60</u>	47,332.40
COMMUN. CENTRE FUND LIAB.		<u>10,091.91</u>		<u>10,091.91</u>
		21,231.86		57,497.71
MEMBERS EQUITY JAN. 1/81	27,127.55		17,138.41	
NET LOSS FOR PERIOD	<u>(1,421.30)</u>	25,706.25	<u>9,989.14</u>	<u>27,127.55</u>
TOTAL LIABILITIES & MEMBERS				
EQUITY		<u>46,938.11</u>		<u>84,625.26</u>

